

NAVY RECRUITER

Magazine for Navy Recruiters

February 2005



ROY

Recruiter Of The Year

NAVY RECRUITER

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Pictured on cover: Back row left to right: EM1(SW/AW) Kpodo-Klegeson, NC1 Lamgoliachinchilla, YN2(SW/AW) Bullock, Lt. Cmdr. Delgado and Lt. Haywald. Front row left to right: NC1 Martin, PN2(SW/AW) Evans, Lt. Jones and Lt. Gee. For full list, please see page 8.



Above: Adm. Vern Clark, CNO, and Rear Adm. Fowler present the Lt. Cmdr. Richard H. Dodge Memorial Award to NC1 Juan C. Lamogliachinchilla, Enlisted Recruiter of the Year Reserve Component, and YN2(SW/AW) Cory C. Bullock, Enlisted Recruiter of the Year Active Component during the ROY Award Ceremony Dec. 2 at the U.S. Navy Memorial in Washington, D.C. Pictured left to right: Fowler, Lamogliachinchilla, Bullock and Clark.

Left: Nine ROY awardees gathered at the Navy Memorial in Washington, D.C. with Rear

Congratulations to all ROY Winners!



Adm. Fowler and Adm. Vern Clark, CNO, Dec. 2. This was the first year CNRC recognized the Navy's Diversity Recruiters of the Year.



Rear Adm. Jeffrey L. Fowler
Commander, Navy Recruiting



Rear Adm. Fowler Speaks at the Navy League of the U.S., National Capital Council Nov. 30 in Washington, D.C. The Navy League works closely with the Navy, Marine Corps, Coast Guard, and US-flag Merchant Marine through a network of more than 330 councils in the United States and around the world. The Navy League has nearly 75,000 active members.



Above: Rear Adm. Fowler presents Debbie Prohaska, CNRC Washington liaison, with an Admiral's Accelerator Award during a visit to the Navy Annex Nov. 30. Prohaska plays a vital role in CNRC by coordinating closely with the Chief of Naval Personnel staff in Washington, D.C.



Above: Rear Adm. Fowler speaks at the Fleet Reserve Association (FRA) luncheon Dec. 1 in Washington, D.C. The FRA is a nonprofit organization comprised of enlisted personnel (active duty, Reserve and retired) of the U.S. Navy, Marine Corps and Coast Guard.



Above: Lt. Jerry R. Haywald, Officer Recruiter of the Year Active Component, and his family enjoy time with Rear Adm. Fowler at the Dec. 2 award ceremony. Haywald's wife, Elisabeth, received a Spouse Appreciation plaque for supporting CNRC's mission through her husband. Pictured left to right: Fowler, Elisabeth, Haywald, Amanda



Above: Rear Adm. Fowler presents Rear Adm. Mack Gaston (Ret.), President of the Navy League of the U.S., National Capital Council, with a plaque showing CNRC's appreciation for all the support the Navy League gives Navy Recruiting.

Right: Rear Adm. Fowler presents Mary Ball of the CNRC Washington Liaison Office with an Admiral's Accelerator Award during a visit to the Navy Annex Nov. 30. Ball works with Debbie Prohaska in their CNRC liaison role in Washington, D.C.





CNOCM(AW/SW) Evelyn Banks
CNO Directed Command Master Chief

Top left: The Recruiter of the Year Award ceremony at the Navy Memorial Dec. 2 brought together top Navy officials and their spouses to honor the top recruiters and families of 2004. Pictured left to right: Katie Fowler, wife of Rear Adm. Fowler, CNRC; Adm. Vern Clark, CNO; Connie Clark, CNO's wife; MCPON Terry Scott and Doreen Scott, MCPON's wife and National Ombudsman for the Navy.



Above: YN2(SW/AW) Cory Bullock, Enlisted Recruiter of the Year Active Component, and his wife, Summer, pause for a moment of silence during a visit to Arlington National Cemetery. ROY Winners and their spouses stopped to visit the memorial to the victims of the 9-11 terrorist attack victims, the "Eternal Flame" of John F. Kennedy's tomb and the Tomb of the Unknowns where Navy representatives laid a wreath on behalf of the personnel of Navy Recruiting Command. While ROY Week is a time to celebrate, it is also a time for serious reflection and appreciation of those who have made the ultimate sacrifice in defense of our nation.



Above: The Recruiter of the Year winners and their spouses visited the Pentagon Dec. 2. Pictured left to right: Lt. Jessie Gee, Carl Jemerson, Eddward Jones, Lt. Julia Jones, Lt. Cmdr. Samuel Delgado, Rose Mary Delgado, Lt. Jerry Haywald, Elisabeth Haywald, Talent Kuadey-Klegeson, EM1(SW/AW) Derrick Kpodo-Klegeson, YN2(SW/AW) Cory Bullock, Summer Bullock, NC1 Andrea Martin, Jermaine Evans, YN2(SW) Angela Evans, Julia Lamoglia and NC2 Juan Lamogliachinchilla. ROY attendees were given the opportunity to tour many of our nation's most significant sites including the White House, Lincoln, Jefferson and Washington Memorials, the Bureau of Engraving and Printing, the Library of Congress and the United States Capitol Building.



Left: Doreen Scott (right), National Ombudsman for the Navy and wife of MCPON Terry Scott, addresses the CNRC Recruiters of the Year and their spouses during an office call at the Navy Annex Nov. 30 while Katie Fowler (left), wife of Rear Adm. Fowler and our own "First Lady" of recruiting looks on. Throughout the week, the ROY winners and their spouses made office calls to visit with our senior leaders including the Chief of Naval Operations and the Master Chief Petty Officer of the Navy.

Right: Pausing for a photo opportunity during a luncheon hosted by the Fleet Reserve Association at the Capitol Hill Club are EM1(SW/AW) Derrick E. Kpodo-Klegeson, Diversity Enlisted Recruiter of the Year Active Component, and his wife, Talent Kuadey-Klegeson. The ROY Winners and their spouses attended hosted luncheons provided by various friends of the Navy groups including the FRA, GEICO, Navy Club of America and the Navy League of the U.S.A.



Bottom right: On hand at the Recruiter of the Year Awards Ceremony to celebrate the achievements of their loved ones were the following members of our Navy family: Pictured left to right: Summer Bullock, RoseMary Delgado, Katie Fowler, Eddward Jones, Talent Kuadey-Klegeson, Connie Clark, Kyle Hammonds, Carl Jemerson, Doreen Scott, Julia Lamoglia, Elisabeth Haywald, Alicia Haywald, Thomas Haywald and Amanda Haywald. "It was such a pleasure to spend time with and get to know this incredible group of successful people," said Connie Clark, wife of Chief of Naval Operations. "It was inspiring to read their personal stories. Support from home was a recurring theme when these recruiters talked about the reason for their success. It takes a special spouse to allow these recruiters to serve the young men and women who are considering joining the Navy. Both the recruiters and their spouses are charismatic and dedicated people."



Navy Recruiting Command honors best recruiters of 2004

**Story by JO1 Sonja Chambers
CNRC**

CNRC honored its top recruiters during its annual Recruiter of the Year festivities in Washington, D.C., Nov. 29 – Dec. 3. Nine of the Navy's best recruiters were treated to luncheons, office calls and visits to local attractions during the week, which culminated with an awards ceremony at the U.S. Navy Memorial Dec. 2.

Both Reserve and active duty recruiters made the trip to D.C. to be recognized by the Chief of Naval Operations (CNO), Adm. Vern Clark, and Master Chief Petty Officer of the Navy (MCPON) Terry D. Scott, among other top Navy officials. Various Friends of the Navy groups, including Navy League of the U.S., Fleet Reserve Association and Navy Club of the U.S.A., also

treated the recruiters to luncheons. Other groups, including GEICO, USAA, Non Commissioned Officers Association and U.S. Navy Memorial, gave gifts to each of the winners.

The Navy's top recruiters for 2004 are: YN2(SW/AW) Cory C. Bullock, Enlisted Recruiter of the Year Active Component (AC); NC1 Juan C. Lamogliachinchilla, Enlisted Recruiter of the Year Reserve Component (RC); Lt. Jerry R. Haywald, Officer Recruiter of the Year AC; Lt. Julia W. Jones, Officer Recruiter of the Year RC; PN2(SW/AW) Angela R. Evans, Classifier of the Year AC; EM1(SW/AW) Derrick E. Kpodo-Klegeson, Diversity Enlisted Recruiter of the Year AC; NC1 Andrea R. Martin, Diversity Enlisted Recruiter of the Year RC; Lt. Jessie Gee, Diversity Officer Recruiter of the Year AC; and Lt. Cmdr. Samuel Delgado, Diversity

Officer Recruiter of the Year RC.

Recruiters and their spouses also enjoyed tours to various D.C. sites, including the White House, Capitol, Pentagon, Bureau of Engraving and Printing, and the Library of Congress. They also visited the Arlington National Cemetery and were honored to lay a wreath at the Tomb of the Unknowns.

"It was an incredible experience," said Lt. Cmdr Delgado, Diversity Recruiter of the Year RC. "It was a little overwhelming at times. I was just thrilled to be there because it was the first year that the Diversity Recruiter of the Year was invited. I felt very special being a part of it all."

Spouses were very supportive and thought highly of their recruiters.

"I know more than ever that I married the man of my dreams," said Julia Lamoglia, spouse of NC1 Lamogliachinchilla, Enlisted Recruiter of the Year RC. "His determination, work ethic, passion and integrity has once again not only inspired others, but me as well. I only hope to achieve the same high goals in my life that he has done in his. Thankfully, we are also a team and he welcomes me to join him in celebrating this high achievement and honor."

"I am excited for and very proud of my wife," said Eddward Jones, husband of Lt. Jones, Officer Recruiter of the Year RC. "I know that my wife works very hard to meet the manpower needs of the Navy Reserve by recruiting quality Naval Reserve Officers. But the thing that impresses me the most about Julia is how she is quick to not take full credit for this accomplishment. She will be the first to tell you that she could not have done it without the support of her fellow recruiters. I would be the first to tell you that she never compromised



Rear Adm. Gerald L. Talbot, Jr., Director, Military Personnel Plans and Policy Division, speaks with ROY awardees and their spouses during an office visit Nov. 30. Talbot was just one of many high Navy officials the ROY awardees got to meet with during their trip to Washington, D.C. Talbot discussed manning issues with the recruiters and how it will affect their job in recruiting.

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2004 Recruiters of the Year

YN2(SW/AW) Cory C. Bullock

Enlisted Recruiter of the Year (AC)
Navy Recruiting District Houston, TX
Navy Recruiting Station Texas City, TX

NC1 Juan C. Lamogliachinchilla

Enlisted Recruiter of the Year (RC)
Naval Reserve Recruiting Area South
Navy Marine Corps Reserve Center Austin, TX

Lt. Jerry R. Haywald

Officer Recruiter of the Year (AC)
Navy Recruiting District Richmond, VA

Lt. Julia W. Jones

Officer Recruiter of the Year (RC)
Naval Reserve Recruiting Area Northeast
Navy Marine Corps Reserve Center Little Creek, VA

PN2(SW/AW) Angela R. Evans

Classifier of the Year (AC Only)
Military Entrance Processing Station
Houston, TX

EM1(SW/AW) Derrick E. Kpodo-Klegeson

Diversity Enlisted Recruiter of the Year (AC)
Navy Recruiting District Nashville, TN
Navy Recruiting Station Huntsville, AL

NC1 Andrea R. Martin

Diversity Enlisted Recruiter of the Year (RC)
Naval Reserve Recruiting Area Northeast
Naval Air Reserve Norfolk, VA

Lt. Jessie Gee

Diversity Officer Recruiter of the Year (AC)
Navy Recruiting District San Antonio, TX

Lt. Cmdr. Samuel Delgado

Diversity Officer Recruiter of the Year (RC)
Naval Reserve Recruiting Area Pacific
Officer Team Los Angeles

MM1(SS) Cory Alvis*

Nuclear Recruiter of the Year (AC Only)
NRD Nashville

(AC) = Active Component
(RC) = Reserve Component
(*) did not attend ROY Week

Friends of the Navy

**Catholic War Veterans
Disabled American Veterans
Fleet Reserve Association**

FRA, Branch 67

FRA, Branch 99

FRA, Branch 181

FRA, Branch 182

FRA, Ladies Auxiliary

GEICO

Naval Order of the United States

Naval Sea Cadet Corps

Naval Submarine League

Navy Club of the USA

Navy League of the U.S., National Capital Council

Navy Mutual Aid Association

Non Commissioned Officers Association

Surface Navy Association

USAA

U.S. Navy Memorial

Veterans of Foreign Wars

**Commander, Navy Recruiting Command, would like to thank
these organizations for their support and contribution for the
2004 Recruiter of the Year Week festivities.**

NRD Houston making mission with Recruiter of the Year

Story by JO2 (SW) Jason Heavner
NRD Houston

YN2(SW/AW) Cory Bullock is delighted to be the Navy's Enlisted Recruiter of the Year Active Component.

Bullock has been attached to NRD Houston since May 2003 and is currently a recruiter at NRS Texas City. Ever since that time, the Galveston, Texas, native recruited 54 Sailors in FY04 alone, which averages to 4.5 recruits a month, giving him the edge on winning the annually prestigious award.

Bullock admits that his success wasn't a solo effort.

"I really believe I could not be where I am today without the assistance from my fellow recruiters here at the station as well as the adequate training that I've received from my RINCs and chain of command. Successful recruiting cannot be done without teamwork, and I believe this command epitomizes that," said Bullock.

When asked on how he's been successful at recruiting, Bullock simply replied, "Of course each person is



different so you have to approach each potential recruit in various ways while you're getting to know them and knowing what they want to do with their lives. Maintaining a positive attitude through it all has basically been my strategy in doing the job efficiently."

Bullock had the opportunity to lay the wreath before the Tomb of the Unknown Soldier at Arlington Cemetery while touring the D.C. area.

"Of my five years in the Navy, that has to be the most patriotic moment for myself. It gives me a deeper appreciation, not only for the Navy, but also for the Armed Forces. I have tremendous respect for everyone in uniform."

Bullock said that the ROY Week experience pumped him up for another year of recruiting.

"I will have to admit that when the fiscal year was winding down that I was feeling extremely burnt out and was telling myself that I was through and I wasn't going to do this again for an entire year to come out on top," Bullock said. "After ROY Week, I'm ready to do it again."



Photo by JO2 Jason Heavner

YN2(SW/AW) Cory C. Bullock works at his desk in NRS Texas City. Bullock has been attached to NRD Houston since May 2003, and recruited 54 Sailors in FY04.

Homegrown status equals success

**Story by JO1(SW) Erin Perez
NRD San Antonio**

A wide, easy going smile and a firm hand shake welcome you to the Navy Reserve Recruiting Station in Austin, Texas, three-time Medium Station of the



NC1 Juan C. Lamogliachinchilla, Enlisted Recruiter of the Year Reserve Component, signs the guest book at the September 11, 2001 Memorial in the Pentagon Dec. 2.

Year for Area South. As you follow the dark-haired Sailor back to his gray cubicle, your eyes are treated to plaques, pictures and various pieces of Navy History gracing the wall and desk. Not Admiral Farragut Navy History, more recent—a history of the early career of NC1 Juan Carlos Lamogliachinchilla, Enlisted Recruiter of the Year Reserve Component.

Lamogliachinchilla is an Austin, Texas, native, and was a sea-going Sailor before earning his shore duty qualifications. He worked in deck department aboard USS Cleveland (LPD 17), a fact evidenced by an elaborate frame of knots and fancy work hanging on the back wall of his cubicle—a parting gift from his shipmates. He struck out of deck into the personnelman rating, and then got out of the Navy, only to decide he wanted to join the Reserve. It's lucky for the Navy he chose to try Reserve recruiting.

"He's the best recruiter I've seen in six-and-a-half years of recruiting," said NC1 Jason Christopher, Recruiter-in-Charge of NRRS Austin. "The only way to describe him is an

outgoing, motivated recruiter who loves his job and loves the Navy."

"The two things that will make you successful in this job are work ethic and taking care of your applicants," Lamogliachinchilla said. "Be straight forward. If you tell your applicant you're going to do something—DO IT! When you don't, that's when you lose your referrals, lose their trust."

Although his laid-back demeanor and easy smile are ever present, Lamogliachinchilla takes his work seriously. He set out at the beginning of this year to earn Recruiter of the Year, and spent many late nights in his office, making phone calls and interviewing applicants. The fruits of his labor are arranged neatly on a shelf—six small trophies for Recruiter of the Month in 2004 alone.

"I took the ones from last year home already," said Lamogliachinchilla. Right below the trophies are pictures of his wife and son.

"There is no way I could have done this without my family," he stated emphatically. "I told my wife that I wanted to earn this award a year ago, warned her that it would take a lot of my time. She has practically been a single parent this year. I know that if it weren't for her, I wouldn't be here."

"Did you know," Christopher asked, "that he knows everything about his applicants? He can tell you their about their families, their jobs...everything, right off the top of his head. He really treats his people well, and it

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Adm. Vern Clark, CNO, advances NC1 Juan C. Lamogliachinchilla during a ceremony at the Pentagon Dec. 2. The Active and Reserve Enlisted Recruiters of the Year are meritoriously promoted to the next paygrade. Lamogliachinchilla's spouse, Julia, watches.



Above: One of the many sites visited by the ROY awardees was the new World War II Memorial on the Mall in Washington, D.C.



Above: Eddward Jones, spouse of Lt. Julia Jones, Officer Recruiter of the Year Reserve Component, visits his father's grave in Arlington National Cemetery Nov. 30. His father, Major USAF (Ret.) Eddward Jones, Sr., was buried there in Aug. 2004.



MCPON Terry Scott speaks with ROY awardees and their spouses during an Ombudsman. She was on hand to discuss issues with the recruiters and their spouses.

Left: Members of the 3rd United States Infantry (The Old Guard) prepare to perform a wreath laying ceremony at the Tomb of the Unknowns in Arlington National Cemetery. ROY awardees and their spouses witnessed the ceremony during a visit Nov. 30. The Tomb contains the remains of unknown American soldiers from World Wars I and II and the Korean War. Each was presented with the Medal of Honor at the time of interment.

Right: ROY awardees stand in front of the Marine Corps War Memorial in Washington, D.C. ROY Week included visits to local tourist attractions as well as to high-ranking Navy officials.

Bottom Right: ROY awardees and their spouses listen to Rear Adm. Gerald L. Talbot, Jr., Director, Military Personnel Plans and Policy Division, during an office visit Nov. 30. Talbot was just one of many high Navy officials the ROY awardees got to meet with during their trip to Washington, D.C. Talbot discussed manning issues with the recruiters and how it will affect their job in recruiting.



office call Nov. 30. Doreen, Scott's wife, is the Navy's
houses.



Above: Adm. Vern Clark, CNO, addresses the crowd at the ROY award ceremony at the Navy Memorial in Washington, D.C. Dec. 2. Clark, the guest speaker, focused his speech on each recruiter and their accomplishments.



Above: The Three Servicemen Statue is part of the Vietnam Veterans Memorial on the Mall in Washington, D.C. The memorial was dedicated in Nov. 1982 and honors the nearly 60,000 men and women who died in the conflict.



Above: ROY awardees and their spouses visited the Lincoln Memorial on the Mall in Washington, D.C. The Lincoln Memorial was built to resemble a Greek temple. It has 36 Doric columns, one for each state at the time of Lincoln's death.

Right: ROY awardees and their spouses visited the Library of Congress Dec. 1. The Library of Congress is the nation's oldest federal cultural institution and serves as the research arm of Congress. It is also the largest library in the world, with nearly 128 million items on approximately 530 miles of bookshelves. The collections include more than 29 million books and other printed materials, 2.7 million recordings, 12 million photographs, 4.8 million maps and 57 million manuscripts.



Hard work pays off for recruiter

Story by
JOC(SW) Will Borrall
NRD Richmond



"I don't like sitting in one place for five or six years," said Lt. Jerry Haywald, explaining what he likes most about the Navy. "I like seeing new things, having new experiences." That's why he left home in Pontiac, Michigan, in 1980 and joined the Navy as a brand-new Hospital Corpsman. That was just the start of a career that has taken him to 32 states and 13 countries, including an overseas tour in

Cuba's Guantanamo Bay with the Marine Corps.

Haywald's selection as Officer Recruiter of the Year Active Component is only the latest honor for the Sailor. He recently discovered he has been selected for advancement to Lt. Cmdr.

"Coming to recruiting has allowed me to excel, receiving the greatest honor I've ever had," he said of his selection as ROY. "It's a very independent

Lt. Jerry R. Haywald, Officer Recruiter of the Year Active Component, receives an award from the Fleet Reserve Association during a luncheon Dec. 1. Pictured left to right: Rear Adm. Fowler, Haywald's spouse, Elisabeth; Haywald and Joseph L. Barnes, FRA National Executive Secretary.

tour which allows you to excel as an individual. I believe it got me selected for Lt. Cmdr., because the job you do here shows who you really are."

Success in recruiting comes after five years in

Haywald has continued taking up new challenges, the most recent being assignment to recruiting.

"The military has been very good to me," he said, explaining why he chose recruiting next. "I

have to be accessible. A prospect may call once, twice if you're lucky. You have to get back to them."

Haywald is looking forward to continuing to support Navy Recruiting District Richmond's

Officer Programs Team and possibly continuing his education at University of Virginia as part of the Duty-Under-Instruction

program. He'd like to be a Nurse Practitioner or ER Clinical Nurse Specialist. Whatever comes next, one thing is certain. He'll be looking forward to new challenges.

"Coming to recruiting has allowed me to excel, receiving the greatest honor I've ever had."

- Lt. Jerry Haywald, Officer Recruiter of the Year Active Component, said of his selection as ROY.

the Corpsman rating (he finished as an HM1), six years in the Naval Reserve and four years in the Florida National Guard. He was commissioned as a Warrant Officer in the Technical Nurse Warrant Officer program and worked in Portsmouth Naval Hospital for five more years before being selected for Full Time Out-Service Training, which advanced him to Ensign and got him his trip to Cuba. Since then,

figured I could share the wealth by encouraging others to take advantage of the educational opportunities we have."

Getting applicants into medical programs requires three things, said Haywald.

"First, you have to want to be here doing this job. Second, you have to make the public aware of what programs you have to offer and how they can contact you. Third, you

Teamwork propels officer recruiter

**Story by
JOC(SW) Will Borrall
NRD Richmond**

When young Julia Jones was growing up, she was surrounded by friends who had strong ideas of what they wanted to be when they grew up. Whether it was a doctor or lawyer, her friends were convinced only one career would satisfy them. For Jones, her friends' approach seemed too limited.

"I didn't have one specific drive," she said, explaining how she has developed into this year's Officer Recruiter of the Year Reserve Component. Her goal was simply to be the best she could at whatever task she took on. It's an approach that worked very well for her.

She still believes she is growing every day.

"I always ask myself what I want to be when I grow up," she admitted. Born in Rockland, Maine, Jones joined the Navy in 1984, starting her career as an undesignated seaman. By the time she'd

finished her first four-year tour of duty, she'd worked her way up to BM2 and joined the roll of Inactive Ready Reserve in 1988. After time overseas in Italy, she and her husband returned to the country, and she quickly signed up for the Reserve, joining a cargo-handling unit in Williamsburg, Va. In 1996, she put on Chief's

"It wasn't my goal to be Recruiter of the Year," she pointed out. "We all worked together, pooled our resources, and ensured that nobody in the office failed." Along the way, the recruiters learned from each other, strengthened their skills, and met the mission. "We make sure we make mission," she said, "and then we try to

of work." She brings it all back to her team. "Without the support of my fellow recruiters, I wouldn't be where I am today. Recruiters are the gateway to the Navy, and it's our job to put in the best and brightest the country has to offer."

Just like when she was younger, Jones is still handling things one step at a time.

"Currently, my ultimate goal is to get my daughter graduated from her high school," she said, speaking of her plans for the future.

"After that, I'll be free to go anywhere and do anything the Navy wants me to do."



Lt. Julia Jones, Officer Recruiter of the Year Reserve Component, receives a coin from Rear Adm. Gerald L. Talbot, Jr., Director, Military Personnel Plans and Policy Division, during an office visit Nov. 30.

anchors and applied for the Limited Duty Officer program. From there, as an Ensign, it was a short hop into Navy Recruiting, a job she has enjoyed doing ever since.

Jones credits her success this year to the strong bond of teamwork she shares with her fellow recruiters in Norfolk.

over ship as much as possible."

Being selected for this prestigious award came as a surprise to Jones, but she puts it in perspective.

"I feel very honored and very humbled. I know there are so many great recruiters out there in the Naval Reserve, who are putting in hours and hours

NRD Houston has top notch classifier

Story by JO2 (SW) Jason Heavner
NRD Houston

PN2(SW/AW) Angela R. Evans counts it a blessing to be named CNRC's Classifier of the Year for FY04.

Evans reported aboard NRD Houston in May 2003 as a classifier at Military Enlisted Processing Station (MEPS) in downtown Houston.

After graduating from RTC, the Tulsa, Okla., native began her career in the Fleet when she reported aboard USS Camden (AOE 2) in December 1999. She served aboard the Bremerton-based supply ship for 13 months as a deck seaman. Evans studied her deck seaman-ship fundamentals and received her surface warfare pin before detaching in January 2001. She then reported to Personnelman 'A' school in Meridian, Miss. After she earned her 'PN' rating, she reported aboard USS Abraham Lincoln (CVN 72) in Everett, Wash. While aboard the Nimitz-class carrier, she did a Western Pacific deployment while

visiting the ports of Japan, Hong Kong, Singapore, Australia, Jebel Ali and Bahrain. During her two-year stint, she studied and received her aviation warfare pin.

Since reporting aboard NRD Houston 18 months ago, she has assigned jobs to more than 1,100 applicants

before they're shipped off to RTC. On average, Evans processes and gives jobs to 15 applicants a week.

"This is definitely the highlight of my Navy career. I get a fulfillment providing guidance and motivation to the future Sailors coming into the Navy," said Evans.

When asked how she felt when

she learned of receiving the award, she said, "I feel blessed but surprised, I honestly didn't think I was going to get it."

"Petty Officer Evans is a fine, outstanding, young Sailor. With her dedication, drive and determination, it doesn't surprise me that she got the award," said



Photo by JO2 Jason Heavner

PN2(SW/AW) Angela R. Evans, Classifier of the Year, goes through paperwork with a potential DEPper at MEPS in downtown Houston, Texas.

CDR John Choyce, Commanding Officer, NRD Houston.

Evans is pondering the idea of becoming a commissioned officer. In the meantime, however, she's focusing on her Bachelor's degree in Business Management and Business Marketing as well as studying for the first class exam.

"I definitely have a lot on my plate, but I'm staying focused and more importantly I have a big support system, which is my family at home," said Evans.

"They always stand behind me during challenging times and that's always a great thing to have."



PN2(SW/AW) Angela R. Evans, Classifier of the Year, meets with Adm. Vern Clark, CNO, during a visit to the Pentagon Dec. 2. Clark met with ROY awardees and their spouses to discuss his outlook on the Navy's future and how that will impact recruiting.

Background helps recruiter come out on top

Story by JO1 Sonja Chambers
CNRC

EM1(SW/AW) Derrick Kpodo-Klegeson, the Diversity Enlisted Recruiter of the Year Active Component, comes to recruiting from a diverse background himself.

Originally from Ghana, West Africa, Kpodo-Klegeson joined the Navy at 29 with a green card and became a U.S. citizen after two years.

He feels that his diverse background has only helped him in recruiting.

“One of the reasons why I feel I was able to succeed in recruiting was because originally I’m not from here,” he said. “As a recruiter, I’m giving back what the Navy gave me. It’s really overwhelming. When folks are really interested, they feel that the degree they are pursuing doesn’t really matter because the ultimate sacrifice you can give your nation is what we do everyday [by

serving in the Navy].”

Being from a country where the opportunities may not be as abundant as they are in the U.S., Kpodo-Klegeson really appreciates being able to give back to the Navy all that it has given him.

“I am fortunate to be in States, naturalized and now giving back to the people



EM1(SW/AW) Derrick E. Kpodo-Klegeson, Diversity Enlisted Recruiter of the Year Active Component, and his spouse, Talent, toured the Library of Congress with the other ROY awardees on Dec. 1.



EM1(SW/AW) Derrick E. Kpodo-Klegeson, Diversity Enlisted Recruiter of the Year Active Component, meets with Adm. Vern Clark, CNO, during a visit to the Pentagon Dec. 2.

I cherish through recruiting.”

With more than two and a half years in recruiting, Kpodo-Klegeson has put numerous people in the Navy.

“I put a lady in who was homeless,” he said. “It’s so amazing that people have the potential out there, but it takes [recruiters] to find them. I bumped into this lady at the gas station and started talking to her,” Kpodo-Klegeson said. “Having talked to her, she said she was homeless, but she did have an associate’s degree. She joined the Navy, and now she’s a yeoman.”

Being able to work with potential applicant’s needs helps

See KLEGESON page 26

**Story by JOC(SW) Will Bor-rall
NRD Richmond**

Andrea Martin understands what it means to be offered an opportunity. Born in Kingston, Jamaica, and transplanted to New York City when she was eight, by the time she graduated high school, Martin realized her life was headed the wrong direction.

"I was living a lifestyle I felt would lead to destruction," she explained. She made the decision to change her life for the better, taking advantage of the opportunities the Navy had to offer. "I was always fascinated by the Navy, and the commercials I saw on television."



NC1 Andrea R. Martin, Diversity Enlisted Recruiter of the Year, meets with Adm. Vern Clark, CNO, during a visit to the Pentagon Dec. 2.

Coming into service as an undesignated seaman in 1989, Martin worked her way up to EM3 during her first four-year tour. After a lateral transfer, she earned AO2 in her second tour, and then went straight into the drilling Reserve in 1997. While working as a police officer, she continued drilling, and eventually made the move to recruiting as

been selected as Diversity Enlisted Recruiter of the Year Reserve Component. It's not an award she was expecting.

"I'm still on cloud nine," she said, adding that it's nice to receive all the recognition. Still, she says the best payoff is the effect she has on others as a Naval Reserve recruiter.

"Working with people is the best part," she explained. "It's really amazing to see a person come into your office today, and a year or so later, they're an officer or petty officer. I've helped someone make the best of new opportunities. It makes it all personal for me. Coming in for me was a life-changing experience."

Martin attributes her success to her faith, and to keeping others in mind first.

"Have the best intentions of others first always," she said. "It's not about me, it's about the things you do for them that will change their lives drastically. You have to be true to the applicant's best interests."



NC1 Andrea R. Martin, Diversity Enlisted Recruiter of the Year, receives an award from the Navy Club of the USA during a luncheon Dec. 2. Pictured left to right: Archie Gainey, Navy Club of the USA National Commandant; Martin and Rear Adm. Fowler.

part of the CAN-REC program. This in turn led to her acceptance to the NC rating, and she earned advancement to NC1 in 2002. Proving all her experience with the Navy has benefited her, Martin has now

The Golden Rule in Diversity

Recruiting primes officer for success

**Story by JO1(SW) Erin Perez
NRD San Antonio**

"I was in segregated schools. When we were integrated, they turned our buses over. But I was blessed not to have that hatred affect me or infest me." —Lt. Jessie Gee

It's a miracle that a woman who attended school in segregated Darlington, South Carolina during the socially turbulent sixties and seventies, and survived the integration of said schools, came through the ordeal without a shred of animosity. She recalls her school buses being turned over and the hatred and racism that seemed to permeate the air. After all this, Lt. Jessie Gee doesn't have a social agenda. She doesn't seem to have an agenda of any kind; however, she does have unwavering faith and determination, along with a simple rule to which she credits her success in the officer recruiting field.

"Treat others as you would like to be treated," Gee stated matter-of-factly. "I don't do anything special—I'm not some 'slick-willie' salesman—I just treat everyone with the same amount of respect and courtesy. I just do my job."

'Just doing her job' has earned San Antonio's medical programs officer recruiter the Officer Recruiter of the Year for the past two years at

NRD San Antonio, two Admiral's Accelerator Awards, and most recently, National Diversity Officer Recruiter of the Year.

"I didn't even know there was such an award, when they told me about it," Gee remembered. "I was even more surprised when they told me I earned it. I don't go out of my way to hand pick my applicants," she explained, "I just treat everyone the same. If someone's not competitive, I'll tell them up front. Then I tell them what they need to do to be competitive."

The strategy works. Gee

that I understood her problem, coming from a large family myself. But in the end, I just laid it out for her. 'What's it gonna be,' I said, 'two hundred thousand dollars for college, or pizza?' It took a while," Gee



Lt. Jessie Gee, Diversity Officer Recruiter of the Year Active Component, signs the guest book at the September 11, 2001 Memorial in the Pentagon Dec. 2.

smiled, "but she did it, and in the end she lost over 60 pounds."

That straightforward, can do attitude, plus a generous helping of hard work, earned her a commission after being in the enlisted ranks for 10 years. It has also earned her a doctorate in business administration, and she is on the promotion list for lieutenant commander.

"To me, I'm just doing my job," Gee explained. "I look at everyone



Lt. Jessie Gee, Diversity Officer Recruiter of the Year Active Component, receives her award during the ceremony Dec. 2. Pictured left to right: Rear Adm. Fowler, Gee, Gee's spouse, Carl Jemerson; and Adm. Vern Clark, CNO.

recalled an applicant that had to lose 50 pounds to be eligible for the Navy.

"I explained to the young lady

See GEE page 26

Diversity recruiter applies business tactics to job

Story by
JO1(NAC) Jason A. Penny
NRD Los Angeles

Lt. Cmdr. Sam Delgado had a really good reason to be motivated this year: "I didn't make goal last year, so I knew I had to incorporate some changes." Those changes led not only to him making goal this year but also being selected as Diversity Officer Recruiter of the Year.

The El Paso, Texas native has developed a formula for success that has served him well.

"I took a business approach to recruiting," said Delgado, who is stationed at the Naval and Marine Corps Reserve Center in Los Angeles. "I put together a game plan and as my plan fell into place I realized I could go further." One

of the changes he made was to focus more on the Direct Commission Officer candidates (DCO). DCOs are

one of two types of officers Delgado recruits.

The other type he recruits is Navy veterans transitioning from active duty to Naval Reserve.

"Navy veterans aren't as difficult to recruit because they have pretty much already made up their

product of local demographics.

"I'm blessed to be in this market," said Delgado of the Los Angeles area. "Recruiting from such a diverse population here just makes it better for the Navy." But Delgado prefers to focus not so much on the diversity of his applicants but on the

quality. He noticed that in previous years his applicants would have good application packages but weren't doing so well in the required interviews.

"I started prepping candidates for their interviews. I became a coach," said Delgado. He found that with his intense preparation by staging mock interviews between him and his applicants it greatly increased the chances of the applicant being selected for a commission.



Photo by JO1(NAC) Jason Penny

Lt. Cmdr. Sam Delgado, Diversity Officer Recruiter of the Year Reserve Component, works out of the Naval and Marine Corps Reserve Center in Los Angeles, Calif.

mind that they want to become a Naval Reservist. The real challenge is getting those men and women

who come from the civilian pool." Delgado admits that it takes "double the work" to put together DCO application packages compared to the veterans but he said that the extra effort is worthwhile.

"I pretty much take the path of most resistance but it has a bigger payoff."

The diversity of the applicant pool is more a

"Having one of my applicants get selected after all the work we put into it is such a great feeling. When they hear the news, it's like I'm their best friend," said Delgado. But, as with enlisted recruiting, referrals can be a significant factor in officer recruiting as well. Delgado said using the same business model and focusing on customer service helps with word-of-mouth advertising.

"Obviously if your applicants have a positive experience, they're going to tell their friends," Delgado said. "I'm also not afraid to tell someone that they are not qualified. But I also tell them positive things to help them be successful in life - then, of course, I ask them if they might know anyone else who may be qualified." He believes that if

See DELGADO page 23



Lt. Cmdr. Sam Delgado, Diversity Officer Recruiter of the Year, receives an award from the Navy Club of the USA during a luncheon Dec. 2. Pictured left to right: Archie Gainey, Navy Club of the USA National Commandant; Delgado and Rear Adm. Fowler.



The ROY awardees, Rear Adm. Fowler, CNOCM(AW/SW) Evelyn Banks, CNRC's CNO Directed Command Master Chief, and NCCM Arlyn Bronkema, CNRC's National Chief Recruiter met with MCPON Terry Scott during a visit to the Navy Annex Nov. 30.

[the ROY winners] specifically for your leadership in this effort," Clark said. "We know that it didn't come by accident. It came by you committing yourself, dedicating yourself to the principles

ROY from page 7

the Navy's core values of Honor, Courage and Commitment no matter how stressful or demanding her job became."

At the awards ceremony, MCPON Scott highlighted the recruiters' efforts.

"You're on the front lines for our battle for people," said MCPON Scott during the ceremony at the U. S. Navy Memorial. "You're out there finding the Sailors that are going to serve in our Navy and continue to make us as successful as we have ever been."

MCPON Scott also highlighted the assistance family members give to Sailors.

"To have an opportunity to bring your spouses with you is incredibly important because we all know in this Navy we don't serve alone. We serve because our spouses provide us the support that allows us to do the job our nation needs us to do."

Clark, the guest speaker for the evening, spoke on the example each one of the winners set for other Sailors.

"We're here to thank [Rear Adm. Jeffrey L. Fowler, Commander, Navy Recruiting Command] and his whole organization for the work that you all do, but to honor you

and values this nation believes in. A lot of hard work, but the outcome is 'here you are', nationally recognized people who are wearing the brand of success on you and in you everyday."

The two enlisted ROYs, Bullock and Lamogliachinchilla, also received the Lt. Cmdr. Richard H. Dodge Memorial Award for recruiting excellence. Dodge served in the Navy for 30 years, including several tours of duty in recruiting. He continued staying involved in the Navy after his retirement. His lifetime of devoted support for Navy Recruiting was formally recognized by the Secretary of the Navy just prior to his death in 1989 when he was awarded the Navy's highest civilian award, the Navy's distinguished Public Service Award. Later that year, Rear Adm. Henry McKinney, CNRC, established a perpetual award in his memory to honor each year's enlisted recruiters of the year.

ROY winner Bullock, spoke at the end of the ceremony on behalf of all the winners.

"We're very grateful," he said. "This has been the best week of my Navy career so far. It is a turning point in my career."

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you take care of the applicant they will respect you for it and spread the word. In fact, one of his most recent officer candidates was a referral.

Ultimately his business approach to recruiting has been, and continues to be, successful. Diversity is one of the perks of the market. But Delgado believes that anyone can be successful in recruiting if they follow three simple rules: find yourself a niche market (like DCO candidates), believe in yourself and create a plan and stick to it.

"If you do that, you can't go wrong."



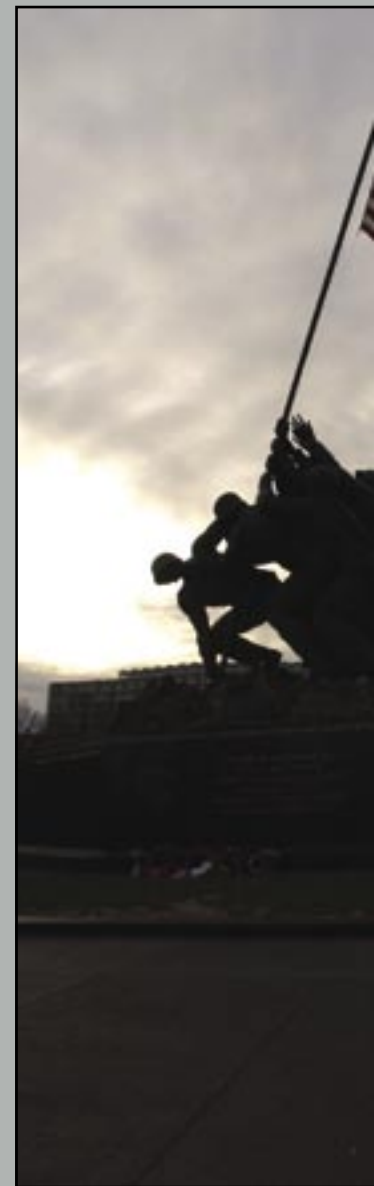
Above: The visit to the White House on Dec. 1 was a highlight for all. ROY winners, spouses and CNRC HQ ROY planners were provided small group tours. Pictured left to right: PH3 Joseph Buliavac, JO1 Sonja Chambers, Julia Lamoglia, NC1 Juan Lamogliachinchilla, Kyle Hammonds, CNOCM Evelyn Banks and YN2(SW) Anthony Gaston.



Right: The Marine Corps War Memorial was one of the places ROY awardees and their spouses got to see during their week in Washington, D.C. The memorial was dedicated on November 10, 1954, the 179th anniversary of the U.S. Marine Corps.

Left: ROY awardees and their spouses visited the Library of Congress Dec. 1. The Library's mission is to make its resources available and useful to the Congress and the American people and to sustain and preserve a universal collection of knowledge and creativity for future generations. The Office of the Librarian is tasked to set policy and to direct and support programs and activities to accomplish the Library's mission.

Right: The ROY winners got to enjoy the view of Washington, D.C. from Arlington National Cemetery Nov. 30.





Top right: The Wall at the Vietnam Veterans Memorial is one of the most visited sites in Washington, D.C. The memorial was dedicated in Nov. 1982 and honors the nearly 60,000 men and women who died in the conflict.

Right: NC1 Juan C. Lamogliachinchilla, Enlisted Recruiter of the Year Reserve Component, and YN2(SW/AW) Cory C. Bullock, Enlisted Recruiter of the Year Active Component, participates in a wreath laying ceremony at the Tomb of the Unknowns in Arlington National Cemetery Nov. 30.



Photo by JO1 Sonja Chambers

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the same and give everyone 200 percent. I don't feel like I did anything special, just that I've done my job." Although to some it may seem she stretches beyond the required, she does give two hundred percent. It's not unheard of for her to speak to an applicant by phone at midnight when their shift ends. She also goes over the package with an eye for details that may be the difference between an acceptance letter and the alternative. One of her success stories was a year and a half in the making.

"My most memorable moment in recruiting came when a young lady I had been working with for a year and a half was finally accepted. Everything that could go wrong did, but in the end she was commissioned," Gee said.

KLEGESON from page 19

make Kpodo-Klegeson a successful recruiter.

"The situation [with the homeless lady] was very interesting because she wasn't supposed to ship for six months from the date she joined," he said. "Knowing that she was homeless, we got her out to basic training in two weeks. She was very grateful."

Taking care of your applicants is the main job of a recruiter, but as the RINC for NRS Huntsville, Kpodo-Klegeson has to take care of his recruiters as well.

"You've got to look out for them to make sure they get quality time to do what they need to do to help themselves."

With his success, he has some advice for fellow recruiters.

"In recruiting, don't stop," Kpodo-Klegeson said. "You have to be consistent because consistency is what really drives the whole station. As long as you keep talking to people and doing what you're supposed to be doing daily, you will always have enough people to re-

"It makes the hard work worth it."

"One thing to remember about recruiting," she stated, "is you have to believe in your product. You've got to love the Navy. Be sincere and be personable. People will respond to that."

NC1 from page 11

pays off. He is constantly getting referrals."

Taking care of applicants isn't just an act with Lamogliachinchilla, it's a necessity.

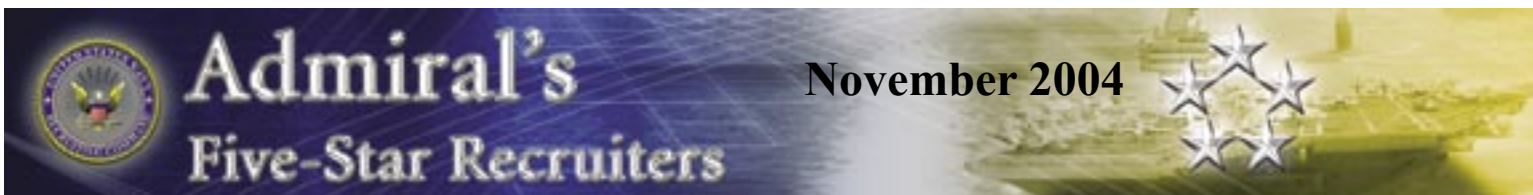
"I follow through with every applicant. It's not like I ship them out to boot camp and don't see them anymore. I see my product every drill weekend, I had better have taken care of them!" he smiled. "It's an awesome feeling, though, because I also get to see them achieve the goals they set. The accountability is high, and I want to make sure I help people to succeed in their Navy career."

Having met this much success after only three-and-a-half years of recruiting and after being selected to be a Navy Counselor, Lamogliachinchilla is looking forward to his career in the recruiting field. Hopefully in the future, he says, he will be a recruiter-in-charge of a successful station like NRRS Austin.

cruit into the Navy. My advice is don't sit on the fence because you got one person in the Navy. You've got to be consistent."

Going to ROY Week was more than just a trip to Washington, D.C. for Kpodo-Klegeson.

"I feel so grateful and honored. Knowing what I know now (by coming to ROY Week), I see that's it's really a special award," he said.

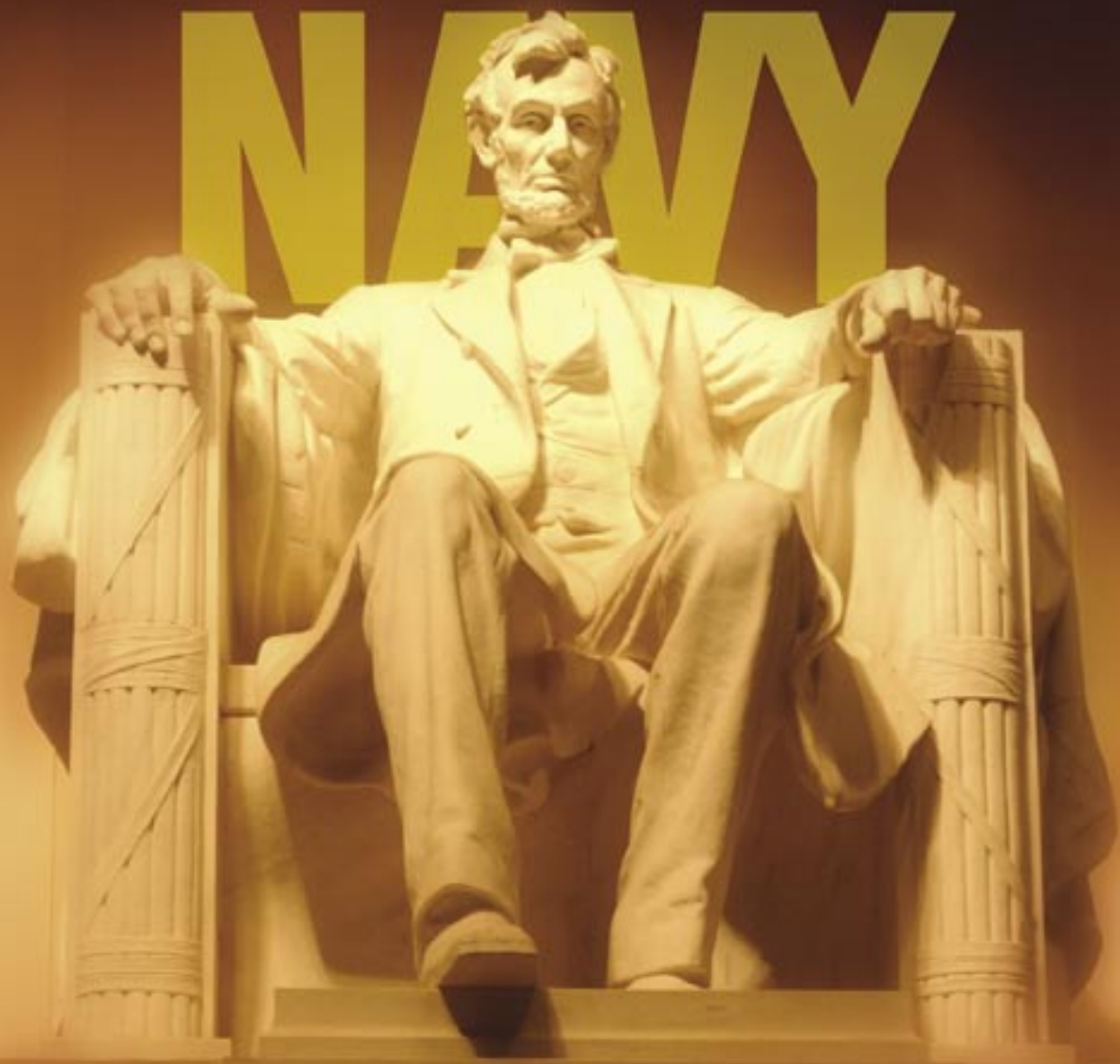


NRD Dallas		NRD Jacksonville		NRD Raleigh			
MM2		DC2(SW) Yousef		FCC(SW) David Shook		Barry McGraw	
Dwayne Brown		Abdulsalam		NRS Morganton		NRS North Highlands	
NRS Oak Cliff		NRS Orange Park				AD2(AW/SW)	
AM1		NRD Kansas City		NRD Richmond		Rodel Delosreyes	
Scott McClenny		FC2(SW) Matthew Vinson		BM2(SW/AW) Jimmie		NRS Elk Grove	
NRS Athens		NRS Tulsa South		Brown		NRD Seattle	
		NRD New England		NRS Chesapeake		MR1(SW)	
NRD Denver		NRD New York		NRD San Antonio		Corey McCarter	
STG1 Robert Black		SK2 Edward A. Claver		GSM2 Vince McKenzie		NRS Butte	
NRS Gillette		NRD Philadelphia		NRS Portland		AME1(AW)	
		SK2 Rasheed Swindell		NRD San Francisco		Felix Alberca	
		NRS Wilmington		QM1(SW)		NRS Puyallup	
NRD Houston		NRD Portland		Jackie Whitfield			
SK2 Mark Hauser		MM1(SW) Justin Simcho		NRS Porterville			
NRS Spring		NRS Longview		OS2(SW)			



Region South		Region West		Region North		Region Central	
Small Station		Small Station		Small Station		Small Station	
NRS Bloomington		NRS Gillette		NRS Morganton		NRS Marinette	
NRD Indianapolis		NRD Denver		NRD Raleigh		NRD	
Medium Station		Medium Station		Medium Station		Minneapolis	
NRS Kendall		NRS Puyallup		NRS Towson		Medium Station	
NRD Miami		NRD Seattle		NRD		NRS Texas City	
Large Station		Large Station		Philadelphia		NRD Houston	
NRS East Jacksonville		NRS South Corpus Christi		Large Station		Large Station	
NRD Jacksonville		NRD San Antonio		NRS Albany			
				NRD Buffalo			

NAVY



*"The probability that we may fail in the struggle
ought not to deter us from the support of
a cause we believe to be just."*

ABRAHAM LINCOLN (1809 - 1865)